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News Summary

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Scientists are attempting to speed up the process of establishing the value of alternatives to the use of live animals in testing the safety of new products. Story on Page 6.

Guaranteed Student Loans will cost the federal government about $630-million less this year than last. Story on Page 13.

A comprehensive report severely criticizing South Carolina's higher-education system has so far inspired little movement toward reform. Story on Page 13.

The coordinating board for community colleges in North Carolina is the center of a controversy over its authority to set priorities for construction. Story on Page 17.

Faculty members in accounting, business, and engineering command the highest salaries, according to two new studies. Story on Page 25.

Half the part-time faculty members at community colleges would accept a full-time position if it were offered to them, a survey has found. Story on Page 25.

A Wisconsin study has found that college students with high-school-equivalency certificates are less likely to complete their degrees. Story on Page 30.

Tulane University may consider reinstituting its basketball program, shut down a year ago in the wake of a nationally publicized scandal. Story on Page 35.

South African students boycotted classes on May Day in an effort to win recognition of the date as a national holiday. Story on Page 37.

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EXUBERANCE AT THE THESIS PARADE

JIM QUARLES

Papers fly in the air as Reed College seniors gather at the library to begin a parade celebrating the completion of their senior theses. Story on Page 30.

Colleges Fare Well in Tax-Reform Bill of Packwood Panel

But drop in giving is feared if limit on deductions is kept

By STACY E. PALMER

WASHINGTON

Colleges generally fared well last week as the Senate Finance Committee unanimously approved a bill that would dramatically revise the federal tax code. But some provisions affecting charitable contributions could lead to a drop in donations.

The panel's bill would ease the restrictions on college pension plans and the limits on the use of tax-exempt bonds for construction of educational facilities that were included in the tax bill passed by the House of Representatives last year.

However, college leaders fear that several provisions of the Senate bill would lead to a steep decline in giving to higher education—perhaps as much as 25 per cent.

The finance panel's plan, which would lower the top tax rate from its present level of 50 per cent to 27 per cent, would also curtail or abolish a wide range of deductions. It would allow people who itemize their tax returns to deduct their donations to charity, but would bar those who do not itemize from doing so.

A table comparing the Senate committee's tax-reform measure to the House-passed bill and current law appears on Page 20.

And it would eliminate deductions for contributions to individual retirement accounts made by people who are covered by pension plans provided by their employers. Interest earnings on I.R.A.'s, however, would continue to be tax-free.

Ending the charitable deduction for people who don't itemize may make it tougher for colleges and universities to attract contributions. Because the Senate committee's plan would end many deductions, it is expected that far fewer people would itemize their returns than do so under present

Continued on Page 20, Column 1

Aide Urges Pentagon to Explain Why It Would Bar Soviets from Computers

By JUDITH AXLER TURNER

ARLINGTON, VA.

A fight over whether to limit access to U.S. supercomputers by Soviet Bloc scientists cannot be resolved unless the Department of Defense provides information on the actual threat they pose, a Pentagon official says.

"We need to get better data as to what the risk really is. Is it a problem or isn't it?" Donald A. Hicks, Under Secretary of Defense for research and engineering, said at a meeting here last week of the DoD–University Forum, an advisory body that brings together university presidents and defense officials.

Mr. Hicks is the first Pentagon official to suggest in public that his department offer proof of its concern. He also suggested that the Pentagon may be overreacting.

"The major spies in this country are not Soviet spies, they are American spies," Mr. Hicks said. In the past two years "the things done to our intelligence system have been done by native-born American citizens," he added.

Mr. Hicks made his comments after a briefing from officials of the National Science Foundation and the Defense Department on the status of negotiations on ac-

Continued on Page 34, Column 3

Black Female Presidents Cite Hurdles They Face

Many black, woman college presidents say they must prove again and again that they are able to make unbiased decisions on minority and women's issues. Story on Page 25.

During a Campus Crisis, Good Rapport with News Media Can Pay Dividends

By SCOTT HELLER

The first call was from a friend, but Ron Nief laughed off as a silly rumor the tip that Geraldine Ferraro's son had been arrested for drug possession.

Ten minutes later the phone rang again. This time the call was from a local TV station. The third and fourth were from area newspapers.

News travels fast from a little town in Vermont, especially when it involves drug charges and John A. Zaccaro, Jr., a Middlebury College student and son of the 1984 Democratic Vice-Presidential candidate.

By early afternoon on February 21, newspapers from all over the country were calling. No sooner would someone hang up than the phone would ring again.

Mr. Nief, the college's director of public affairs, had work to do.

He hadn't been formally apprised of the arrest, yet he had to act as the college's spokesman. Trying not to answer journalists' insistent questions on one hand, he "played investigative reporter" on the other, confirming the facts with local police and notifying the college's president.

Later in the day, when Mr. Zaccaro was arraigned, the calls came in a torrent. This "garden-variety dope case," as Mr. Nief calls it, brought an unprecedented swarm of media attention to Middlebury. Mr. Nief dealt with most of it.

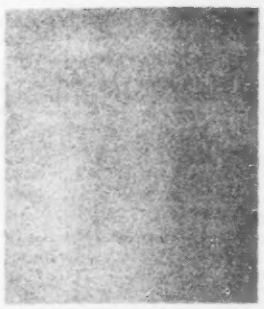
One day he did 17 interviews. Each time he explained Middlebury's drug policy and stressed that the college would not comment on an investigation in progress.

"After 17 interviews you don't have to read a statement," he says. "It's like Zsa Zsa Gabor's seventh husband. You say, 'I know how to do it. Now the only problem is to make it interesting.' "

Middlebury is one of several colleges recently inundated with national press attention, usually over issues peripheral to education. Athletic scandals have drawn a

Continued on Page 26, Column 1

MARGINALIA



The James O. Eastland Law Library at the University of Mississippi has received a package of books with this note on the wrapping:

"Inclosed: Returned law books stolen from the law library probably in 1973."

•

Headline in *Crain's Chicago Business:*

HUMANS NEEDN'T WORRY ABOUT ARTIFICIAL INTELLIGNECE COMPUTERS

But the computers may worry about some of us humans.

•

The office of financial aids and veterans' affairs at Central Missouri State University received this letter not long ago:

"DEAR CENTRAL MISSOURI STATE UNIV.:

"We are pleased that you are considering attending the University of Missouri–Kansas City.

"An application for admission is enclosed for your convenience in applying.

"Please call upon us to assist you as you complete your educational plans."

It might make more sense for U.M.–Kansas City to come to Central Missouri, writes the latter's JoAnn Hunt. With its rural campus, she says, Central Missouri could accommodate U.M.K.C. "with hardly any crowding."

•

From the Washington *Post:*

"An audit of the University of Georgia's developmental studies program, released by the board of regents, concludes there were 'widespread violations' of both regents' and university policies in the program in 1984. . . .

"The audit was prompted by the trial of a lawsuit by former developmental studies instructor Jan Kemp. Charging that she was fired for protesting preferential treatment for athletes and certain other students, she won a $2.57 judgment from a federal jury. The state is appealing."

"Why don't they just pay it?" asks William Collinge of Mount Saint Mary's College (Md.).

•

A contributor submitted a manuscript for our "Point of View" page with the request that, if we couldn't use it, we return it "promptly." She lives on Snapfinger Drive.

•

From the obituary of John Ciardi in the New York *Times:*

". . . But it was for his translation of the 'Inferno,' first published in 1954 and still a familiar site on college campuses, that Mr. Ciardi was best known."

On our campus they called it the Hot Spot. —C.G.

In Brief

U.S. Court Awards $774,400 in First Amendment Case

The Ninth U.S. Court of Appeals has ruled that the University of Arizona denied a former medical-school professor his First Amendment rights when it suspended him in 1974. The court ordered the university to pay him $774,400 in punitive damages, legal fees, and interest.

Erle E. Peacock was fired as the medical school's head of surgery in 1973 and was suspended from his position as professor at the university the following year. The suspension came during a dispute over statements he had made about his dismissal and about the way the university distributed money collected by doctors in the medical school.

Now a surgeon in Chapel Hill, N.C., Dr. Peacock said he was pleased with the court's decision, but added, "I would gladly give the money back to have the old department again." He said he had already distributed $55,000 to 11 Arizona faculty members who had helped him during his battle with the university.

A university spokesman declined to comment on the case.

9 Bomb Threats Disrupt Classes at Long Beach

Nine bomb threats over a two-week period disrupted classes at California State University at Long Beach and forced university officials to step up their security measures.

No bombs were found and the calls apparently have ended, officials said last week. During searches of buildings, police twice found bogus explosive devices that turned out to contain fertilizer, rotten eggs, and other such materials.

The calls began after the U.S. attack on Libya, and two of the callers seemed to have Middle East accents, officials said. They added that they now believed the calls had been made by pranksters.

Error Leaves Pages Blank in 8,000 SAT Booklets

As the result of a printing glitch, an estimated 8,000 of the 320,000 high-school students who took the Scholastic Aptitude Test this month found blank pages in one section of the test booklet, and many of them were unable to finish.

A spokesman for the Educational Testing Service, which administers the test, said there were two blank pages in the fourth section of the test, which contained a set of experimental math questions. E.T.S. includes experimental items in many tests as a means of refining questions.

Answers to those questions do not count toward a student's final test score. Those who completed the test in spite of the blank pages—as many did on the instructions of test proctors who called the testing service for advice—will not be required to retake it.

Those who did not complete it, or who "felt disadvantaged by disruption or noise," may sign up for a free retest, to be administered on May 17 or June 7 or 8, the spokesman said.

U. of New Mexico President Won't Seek New Contract

The University of New Mexico's president, Tom J. Farer, has announced that he will not seek an extension of his two-year contract because of a rift between him and three of the university's five regents.

Mr. Farer was named president at New Mexico 17 months ago, following a stormy presidential search. He came into office on a split vote by the regents and with the vocal opposition of Gov. Toney Anaya.

Since then, the governor has replaced two of the regents, and the feud between the board's new majority and the president has grown increasingly bitter. In a recent interview, Mr. Farer accused the regents of interfering in the administration of the university by overturning a disciplinary action against a student and by pressuring the university to hire more minority-group members. The regents denied the accusations.

Mr. Farer has had the support of faculty members, who last week were considering a motion of no confidence in the regents.

Connecticut's Sit-In Ends with Minority-Recruiting Deal

A 19-hour student sit-in at Connecticut College's administration building ended after officials agreed to most of the protesters' demands, including stepped-up efforts to recruit members of mi-

112 Colleges that Have Divested

More than 100 colleges and universities have sold all or part of their holdings in companies with operations in South Africa. The accompanying table lists the 51 institutions that have completely divested and the 61 institutions that have partially divested. Most of the colleges and universities that have partially divested use the Sullivan Principles as a guideline. The principles set equal-employment standards for U.S. corporations that do business in South Africa.

All information from policies adopted through 1985 is based on a report by the Investment Responsibility Research Center (*The Chronicle*, May 7). The center's list has been changed to reflect the 17 institutions that have adopted or changed their policies this year.

Total Divestment

	Dates of Policies	Amount Involved
Antioch C.	1978	—
Arizona U. System	1985	$3,375,000
Barnard C.	1985	945,000
Bates C.	1982, 85, 86	6,423,588
Cal. State U. at Northridge[1]	1979, 85	135,000
City U. of New York	1984	7,030,170
Clark U.	1986	—
Columbia U.	1978, 85	41,700,000
U. of Connecticut	1986	217,000
Duke U.	1985, 86	15,561,425
Eastern Michigan U.	1980, 85	2,250,000
Emerson C.	1986	44,000
Evergreen State C.	1985	—
Fairfield U.	1985	4,000,000
Hampshire C.	1977	39,000
Hampton U.	1985	11,000,000
Hartford Sem.	1985	5,000,000
Howard U.	1978	1,800,000
Iowa State U.	1985	640,000
U. of Kentucky	1985	1,643,000
Lincoln U.	1984	1,100,000
Lutheran Sch. of Theology	1981	—
U. of Maine	1982	1,906,724
U. of Massachusetts	1977, 85	1 004,106
Michigan State U.	1978	8,500,000
Mount Holyoke C.	1978, 85	18.890,000
U. of New Mexico	1985	—
State U. of New York	1985	$4,612,994
State U. of N.Y. at Oneonta[1]	1978, 85	100,000
State U. of N.Y. at Stony Brook[1]	1985	80,000
Northeastern U.	1985, 86	21,000,000
Ohio U.	1978	38,000
Ohio State U.	1978, 85	11,050,000
U. of Rhode Island	1985	868,000
Rutgers U.	1985	11,100,000
St. Mary's C. at Notre Dame	1986	303,000
U. of San Francisco	1986	2,300,000
Sarah Lawrence C.	1985	650,000
Seattle U.	1986	2,500,000
Spelman C.	1986	1,000,000
Swarthmore C.[2]	1978, 85, 86	—
Temple U.	1985	2,500,000
U. of Toledo[3]	1986	—
Trinity C. (Conn.)[3]	1978, 85,86	17,226,896
Union Theol. Sem.	1985	4,106,682
U. of Vermont	1978, 85	10,471,333
Wayne State U.	1983	3,486,152
Western Michigan U.	1983	450,000
Western Washington U.	1985	—
U. of Wisconsin	1978	11,037,384
U. of Wyoming	1986	1,450,000

Partial Divestment

	Dates of Policies	Amount Involved
Amherst C.	1977, 85	$7,872,920
Beloit C.	1985	400,000
Boston U.	1979	6,840,554
Bowdoin C.	1985	1,850,000
Brandeis U.	1977, 79	400,000
Brown U.	1984, 86	20,600,000
Bryn Mawr C.	1985	651,558
U. of California	1985	12,300,000
Carleton C.	1978	1,180,523
Colby C.	1978, 85	2,935,669
Colgate U.	1979, 85	867,940
Connecticut C.	1986	6,000,000
Cornell U.	1979, 86	5,900,000
Dartmouth C.	1979, 85	1,800,000
Drew U.	1979, 85	50,000
Earlham C.	1984	600,000
Emory and Henry C.[4]	1986	0
Florida State U.[1]	1985	25,000
Franklin and Marshall C.	1977	972,450
Grinnell C.	1986	10,840
Harvard U.	1978, 85	54,800,000
Haverford C.	1985	1,214,000
Hobart and Wm. Smith C.'s	1985	550,000
Indiana U.	1978, 85	500,000
U. of Iowa	1985	2,260,000
Johns Hopkins U.	1986	—
Knox C.	1979	—
Lake Forest C.	1985	200,000
Lawrence U.	1979, 85	52,500
Louisville Presbyterian Theol. Sem.	1983	—
U. of Louisville	1985	$1,400,000
McGill U.	1979, 85	1,307,000
U. of Michigan	1978, 83	51,000,000
Middlebury C.	1986	—
Mills C.	1984	1,000,000
U. of Minnesota	1979, 85	18,191,763
U. of New Hampshire System	1985	453,276
U. of N.C. at Chapel Hill	1985	1,487,710
U. of Notre Dame	1978, 85	10,000,000
Oberlin C.	1978, 85	410,000
Ohio Wesleyan U.	1985	97,057
U. of Pennsylvania	1980, 86	813,000
Pennsylvania State U.	1978, 86	600,000
U. of Pittsburgh	1978, 85	—
Rollins C.	1985	415,887
St. Olaf C.	1984	466,210
Smith C.	1977, 86	1,781,728
Syracuse U.	1984	—
Teachers C. of Columbia U.	1985	587,000
U. of Tennessee	1985	575,000
Tufts U.	1979	2,917,000
Vanderbilt U.	1985	—
Vassar C.	1978, 85	2,250,000
U. of Virginia	1986	400,000
U. of Washington	1978, 85	5,570,600
Wellesley C.	1978, 85	2,900,000
Wesleyan U.	1978, 85	750,000
Whitman C.	1984	100,000
Willamette U.	1979	38,000
Williams C.	1978, 83	1,489,870
Yale U.	1978, 85	6,100,000

— Amount not available.
1 Indicates foundation.
2 Trustees said they would divest only if they could do so without hurting the college financially.
3 Will divest if conditions in South Africa do not change by 1987.
4 Trustees said they would divest of any non-Sullivan signatories, but college had none in portfolio.

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'In' Box

When the horses break from the starting gate at the Preakness Stakes in Baltimore on Saturday, Daniel Q. Naiman and a group of his students will be there to cheer them on.

Mr. Naiman, a professor of mathematical sciences at the Johns Hopkins University, will lead the trip as part of the Faculty/Student Interaction Program. Financed by the university, the program brings professors and undergraduates together for cultural, educational, and sporting experiences.

Fifteen events have been held this term, including trips to the symphony, international dinners, and opening day for the Baltimore Orioles.

"Students and their teachers have preconceptions about each other in the classroom that we hope to break down once they have a chance to meet each other outside their usual environment," says Chris Colombo, assistant dean of students.

Between 10 and 15 students will pile into a mini-van with Mr. Naiman for the horse race. "I make jokes about teaching the students probability through the race," the professor says, "but I don't really think it will happen."

▪

The lifetime cost of a tenured faculty member is more than $1-million. Yet "institutions have routinely filled faculty positions and granted tenure without acknowledging that they were making an investment and commitment equal to that of a building, computer, or other major expenditure," says Ronald Bush, president of Atlantic Community College.

Mr. Bush urged administrators at the annual meeting of the American Association of Community and Junior Colleges to make "human resources" their top priority.

Colleges should allow dissatisfied employees to leave "with grace and dignity," he said. They should also provide unpaid leaves for faculty members who wish to work outside academe.

Otherwise, said Mr. Bush, colleges will "breed obsolescence" in teachers who "ought to be allowed to flow in and out of the classroom."

▪

Faculty retraining programs work best when they are voluntary and professors help develop them, says a report from the American Council on Education.

Calling the variation among programs "striking," the report summarizes the key elements of plans at 17 institutions and university systems. In most cases, it points out, professors who train to teach in new disciplines retain the tenure, rank, and salary of their former discipline.

The 50-page report, *Campus Approaches to Faculty Retraining*, is available to council members for $5 prepaid and for $8 to others from A.C.E., One Dupont Circle, Washington 20036; (202) 939-9450.

Personal & Professional

Black, Female College Presidents Declare They Are Leaders for 'Entire Institutions'

They say they are unfairly characterized as unable to make unbiased decisions on sexual, racial issues

By GAYNELLE EVANS
NEW YORK

Black, female college presidents are unfairly characterized as not able to make unbiased decisions on minority and women's issues, several of them said here this month.

"We are presidents for entire institutions," said Reatha Clark King, president of Metropolitan State University in Minnesota. "Of course we want to make things better for women and minorities, but we can also carry that level of commitment to all groups."

The perception of bias can be dispelled over time, said Ms. King. "The longer you're in the job and people recognize that you have broader skills, the more at ease they become."

However, many black, woman presidents say they must prove their lack of prejudice again and again to students, trustees, faculty members, and administrators.

"You just have to accept the fact that you never stop proving yourself," said Vera King Farris, president of Stockton State College.

Ms. King and Ms. Farris made their comments during a panel discussion at the annual meeting of the Association of Black Women in Higher Education here.

Only 18 of the 300 or so women who head higher-education institutions today are black, according to figures compiled by the American Council on Education. Seven of them took part in the panel.

PIONEER COMMUNITY COLLEGE
Zelema Harris: "We need to recognize we were chosen because we are women whose blackness can open doors."

STOCKTON STATE COLLEGE
Vera King Farris: "You just have to accept the fact that you never stop proving yourself."

"The presidents' presence said to a number of the black women here that they too can become college presidents, and that they should not limit their academic aspirations," said Bernadette W. Penceal, the association's president and a professor of English at New York University.

Although their numbers are small, many black female presidents met for the first

Continued on Page 29, Column 1

Professors in High-Demand Fields Are Getting Higher-than-Average Salaries, 2 Studies Find

By JEAN EVANGELAUF
WASHINGTON

At both private and public institutions of higher education, faculty members in fields where they are in high demand are commanding higher-than-average salaries this year, with accounting, business, and engineering topping the lists, the College and University Personnel Association has reported in two new studies of salaries by discipline and rank.

At private institutions, the association found that professors of engineering had the highest salaries, with pay averaging $38,576, 30 per cent above the average for all fields combined.

Engineering was also the highest-paying field at public colleges and universities, with an average salary of $35,970, 15 per cent more than the average for all fields at those institutions.

At both public and private colleges, faculty members in business and management and in accounting had above-average pay in each rank. Full professors of accounting at private colleges, for example, earned $41,903, 9 per cent above the average for that rank. Associate professors of business and management at private institutions earned $34,283, 17 per cent higher than the average pay of associate professors in all fields combined.

102,000 Faculty Members Covered

Disciplines at private colleges with lower-than-average salaries in each rank included education, dramatic arts, music, and secretarial programs. At public institutions, the disciplines with below-average pay included fine arts, social sciences, and visual and performing arts.

Figures for public institutions were based on reports covering 63,623 faculty members at 262 institutions that are members of the American Association of State Colleges and Universities, a co-sponsor of the study. The private-college figures cover 38,890 faculty members at 440 institutions that are members of the American Council on Education.

The figures, which were reported by campus administrators, represent nine- or ten-month salaries for full-time faculty members and exclude fringe benefits and summer earnings. Appalachian State University provided support for the two studies.

In the survey of public colleges, which

Continued on Page 28, Column 3

1 in 2 Part-Time Teachers at 2-Year Colleges Would Accept Full-Time Position if Offered

By LIZ McMILLEN
KANSAS CITY, MO.

Half the part-time faculty members at community colleges would accept a full-time position if it were offered to them, a survey has found. About 30 per cent would refuse such an offer, while the remaining 20 per cent are undecided.

Findings from the survey, which included 1,140 part-time faculty members at 11 community colleges, were released at a faculty-development conference here by James M. Williams, director of the communications division at Johnson County Community College. Mr. Williams, who conducted the survey, said it had been designed in part to examine instructors' views of professional-development activities at their colleges, which are members of the League for Innovation in Community Colleges, a consortium of 53 institutions.

The survey shed new light on the professional lives of part-time instructors, who often feel neglected and unknown, Mr. Williams told the conference, which was sponsored by Kansas State University's Center for Faculty Evaluation and Devel-

Continued on Page 28, Column 1

FACT-FILE

Average Faculty Salaries by Rank in Selected Fields, 1985-86

262 Public Institutions

	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks
Accounting	$43,187	$36,207	$30,785	$32,759	$22,979	$34,393
Agribusiness and agricultural production	36,661	29,326	25,221	24,239	19,447	30,389
Anthropology	39,191	30,472	24,838	—	—	33,232
Architecture and environmental design	37,158	31,793	26,076	—	—	31,256
Area and ethnic studies	41,065	32,458	26,533	—	—	33,425
Audiology and speech pathology	39,407	30,795	24,852	24,186	21,315	30,916
Business administration and management	41,522	34,526	29,710	30,458	21,696	33,563
Business and management	42,056	35,174	29,804	30,852	21,974	33,733
Business economics	40,362	32,938	28,164	28,357	22,593	33,316
Chemistry	38,173	30,482	24,785	24,574	19,508	33,177
Communications	37,262	30,029	24,583	23,265	20,346	28,585
Communications technologies	37,588	30,340	25,856	—	19,629	29,365
Computer and information science	42,123	35,078	29,538	29,692	22,708	32,405
Curriculum and instruction	36,729	30,958	26,038	24,559	21,026	31,687
Dramatic arts	38,092	29,448	23,406	21,182	19,652	29,089
Education	37,549	30,503	25,048	23,761	19,233	31,584
Education administration	38,709	31,304	26,309	23,800	20,533	34,361
Engineering	42,992	35,134	30,348	31,302	22,220	35,970
Fine arts	36,271	28,860	23,788	21,731	19,758	29,911
Foreign languages	37,998	30,018	24,309	22,163	19,294	30,537
Geography	38,556	29,906	25,288	22,525	20,958	32,220
Geological sciences	38,203	30,750	25,563	24,620	20,895	32,688
History	37,914	30,365	24,571	21,659	20,454	33,552
Home economics	37,777	30,305	25,582	23,478	19,882	28,021
Letters	37,302	29,497	24,120	21,938	18,318	29,631
Library and archival sciences	37,773	30,547	24,402	22,884	19,992	27,607
Life sciences	37,438	30,553	25,939	23,625	21,528	31,992
Mathematics	38,595	31,143	25,965	25,178	19,295	30,713
Multi-interdisciplinary studies	36,627	29,536	24,006	—	20,590	28,688
Music	36,721	29,430	24,294	22,897	20,414	29,667
Nursing	38,490	30,552	24,906	23,615	21,160	26,217
Philosophy and religion	38,201	30,287	23,827	21,542	20,112	32,087
Physical education	37,557	30,449	25,866	23,464	21,653	29,171
Physical science	36,867	30,074	24,806	23,537	20,810	31,382
Physics	39,188	31,374	25,896	24,791	20,285	33,938
Political science	37,814	30,160	24,528	22,329	20,898	31,843
Psychology	38,369	30,677	24,965	23,134	20,679	32,682
Reading education	36,168	28,406	24,695	—	—	30,606
Secretarial and related programs	35,499	29,365	24,342	—	19,812	27,201
Social sciences	36,967	29,569	24,061	23,562	19,824	29,737
Sociology	38,285	30,469	24,955	23,071	19,538	31,373
Special education	37,566	30,126	24,860	24,130	20,197	30,359
Student counseling and personnel services	37,883	30,724	24,466	23,185	—	33,215
Teacher education, general programs	36,765	30,309	24,913	24,033	19,819	31,681
Theology	—	—	—	—	—	—
Visual and performing arts	35,743	28,984	23,693	22,621	20,315	28,718
Vocational and technical education	37,484	30,558	26,069	24,288	21,378	30,475
All major fields	**$38,327**	**$31,034**	**$25,858**	**$25,122**	**$20,695**	**$31,321**

440 Private Institutions

	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks
Accounting	$41,903	$33,701	$27,479	$27,204	$21,612	$31,271
Agribusiness and agricultural production	—	—	—	—	—	—
Anthropology	42,871	31,193	24,658	23,490	—	32,328
Architecture and environmental design	39,825	30,666	24,979	—	18,663	31,852
Area and ethnic studies	41,978	31,179	25,550	—	—	33,018
Audiology and speech pathology	39,691	29,783	24,918	—	—	29,165
Business administration and management	44,056	34,020	28,071	29,030	22,568	32,952
Business and management	44,370	34,283	28,248	28,587	23,402	33,623
Business economics	41,695	31,941	26,757	25,509	21,997	31,787
Chemistry	38,939	28,554	23,464	23,279	18,613	32,531
Communications	34,277	28,993	22,632	22,422	18,846	26,328
Communications technologies	34,794	32,680	24,260	25,061	18,538	27,099
Computer and information science	42,273	31,705	26,967	26,363	21,789	29,744
Curriculum and instruction	42,649	33,432	23,849	—	—	32,922
Dramatic arts	35,313	27,290	22,541	21,103	18,880	26,433
Education	34,564	27,902	22,161	21,246	18,599	27,543
Education administration	—	—	—	—	—	—
Engineering	47,141	34,588	30,066	29,938	22,632	38,576
Fine arts	34,743	26,755	22,074	20,934	18,576	27,158
Foreign languages	36,492	28,311	22,832	20,987	19,180	28,029
Geography	37,121	30,342	24,709	—	—	31,379
Geological sciences	42,409	32,402	25,647	—	—	34,937
History	36,940	28,727	22,757	20,658	18,477	30,999
Home economics	34,121	25,542	21,635	—	17,613	22,908
Letters	35,830	27,466	22,080	20,407	18,273	28,097
Library and archival sciences	35,922	27,318	21,333	—	17,995	25,146
Life sciences	37,438	28,631	23,169	21,737	18,312	30,491
Mathematics	38,825	29,240	24,135	24,168	18,951	29,780
Multi-interdisciplinary studies	35,816	26,115	20,306	21,217	17,490	24,834
Music	33,000	25,855	21,826	21,329	18,588	26,326
Nursing	35,475	28,040	22,462	22,165	19,241	23,779
Philosophy and religion	34,657	27,506	22,238	20,502	18,443	28,857
Physical education	33,691	27,656	23,007	21,571	18,737	25,115
Physical science	39,477	29,259	23,655	—	—	32,166
Physics	41,943	30,329	25,097	23,798	18,736	34,751
Political science	39,385	29,368	23,271	21,724	19,677	30,985
Psychology	37,709	28,246	22,929	21,742	17,640	29,733
Reading education	38,692	29,985	22,083	—	—	28,073
Secretarial and related programs	—	24,566	20,828	—	16,774	21,559
Social sciences	40,897	29,295	24,267	23,294	20,043	31,220
Sociology	36,310	27,404	22,733	21,353	19,319	28,218
Special education	33,305	25,466	21,538	—	—	24,580
Student counseling and personnel services	37,024	29,402	24,436	—	—	31,382
Teacher education, general programs	30,451	26,457	21,726	20,611	17,416	26,070
Theology	35,863	28,072	23,873	22,572	20,231	29,862
Visual and performing arts	35,233	27,568	22,745	22,326	18,632	27,550
Vocational and technical education	—	—	—	—	—	—
All major fields	**$38,355**	**$29,242**	**$24,015**	**$23,407**	**$19,530**	**$29,768**

Note: Data are based on reports from 262 public institutions that are members of the American Association of State Colleges and Universities and from 440 private colleges and universities.

* Includes data for new assistant professors.

— Indicates fewer than 10 positions in a rank or fewer than 50 of all ranks. The data are included in the averages for all ranks and for all fields.

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

1 in 2 Part-Time Teachers at 2-Year Colleges Would Accept a Full-Time Position

Continued from Page 25

opment. It found that the average part-time faculty member at a community college was 40 years old, had taught for 4½ years, and held a master's degree. Fifty-three per cent of the part-time instructors were men.

The typical instructor, who had half a year of experience at a two-year college before accepting his present position, taught two courses a semester. About one-quarter of the part-time teachers had an office at the college.

The survey also found that nearly 65 per cent of part-time instructors held a full-time job elsewhere, usually in business or education. About 10 per cent belonged to a collective-bargaining unit.

While about 50 per cent of those surveyed said they were generally satisfied with the professional training and support they had received, some faculty members indicated in written comments on the survey forms that they needed more information about college procedures, students, and the possibility of a full-time job, Mr. Williams said.

The survey findings indicated that colleges should pay more attention to the job plans of part-time faculty members, perhaps by using orientation sessions at the beginning of each semester to explain the limitations of part-time employment, Mr. Williams said.

More Information Wanted

"We often assume part-time instructors want a full-time job, and among instructors in the humanities and social sciences, that is often the case," said Mr. Williams. "People in other fields—such as business and accounting—don't want to leave their other jobs.

"All need to be told very frankly the chances of full-time employment."

Some instructors said they wanted more information about "nitty-gritty" college procedures—in particular, explanations of grading policies, academic standards, class cancellations, and record-keeping.

Others wanted information about students.

"Many think they're going to teach 18-year-olds and then they find themselves looking eye-to-eye with people as old as they are—or older," Mr. Williams said.

Some instructors said they hadn't been aware that they would be evaluated in the same way as full-time faculty members. Administrators should tell them what kind of evaluations they can expect, he said.

Although the survey questions did not address faculty salaries, dissatisfaction with low pay came through "loud and clear" in the written comments, Mr. Williams said.

"No matter what we do in terms of professional development, we would get more results if the jobs carried a higher stipend," Mr. Williams said.

A limited number of copies of the 138-page report are available free from James M. Williams, Johnson County Community College, 12345 College Boulevard, Shawnee Mission, Kan. 66210; (913) 469-8500.

Professors in High-Demand Fields Getting Above-Average Pay

Continued from Page 25

did not include land-grant and most other large research universities, the association found that in each of the 46 disciplines the survey covered, the average pay was higher this academic year at public colleges with collective bargaining than at public colleges without unions.

At the 86 public institutions with collective bargaining, the average faculty member was earning $33,472. At 176 non-unionized public institutions, the average pay was $30,032, according to the association.

In addition to salary data, the studies included the distribution of faculty members by rank. At public institutions, 35 per cent of faculty members held the rank of full professor, compared to 31 per cent at private institutions.

The distribution varied considerably by discipline. At private colleges, the fields with the greatest proportion of full professors—with figures ranging from 45 per cent to 51 per cent—included chemistry, geological sciences, history, physical science, and physics.

Fields with the smallest proportion of full professors included computer science, home economics, nursing, physical education, and secretarial programs.

At public institutions, the disciplines with the highest proportion of full professors included education administration, chemistry, history, and student counseling and personnel; among the disciplines with the lowest were home economics, nursing, and library sciences.

Each report included a list of institutions that participated in the survey. Colleges that wish to compare their average faculty salaries with those of a group of at least 10 similar institutions may purchase a special analysis from the association.

Copies of the 1985-86 salary reports are available from the College and University Personnel Association, 11 Dupont Circle, Suite 120, Washington 20036. The price of each, prepaid, is $20 for association members and $40 for others.